

THE CLAIMSWhat is Claimed Is:

- 5 1. A payroll system for determining compensation of employees for work during a pay period on one or more projects, said system comprising:
- 10 a) an interface to a database comprising: information on units of estimated labor costs for completing each of said projects;
  - b) means of determining a company factor, and an employee factor for each employee;
  - 15 c) an interface for entering project information for each project on which employees work, including units, employee information, information on projects completed by each employee, hours worked on each project by each employee, overtime information for each employee and compensation base rate for each employee;
  - 20 d) one or more programs, which calculate minimum employee compensation amount based on each employee's compensation base rate times the number hours worked by the employee on the project, and calculate the unit rate compensation amount for each project undertaken by each employee based on the units of estimated labor costs for each said project times company and employee factors;
  - 25 e) means for determining whether the employee has an outstanding debit account amount for previous pay periods; and
  - f) means for utilizing the minimum employee compensation amount, the unit rate compensation amount for each employee, and the outstanding debit account amount for that employee to determine each employee's pay for the pay period and to determine whether each employee's debit account amount should be adjusted.
- 30 2. The system according to claim 1, further comprising a module for production of

standard reports produced for particular employees, services provided, and customers.

- 5 3. The system according to claim 1, further comprising a module to track earned time off by each employee based on actual hours worked by the employee or on gross pay paid to the employee.
4. The system according to claim 1, further comprising a module to track gasoline usage by employees.
- 10 5. The system according to claim 1, further comprising a tool account from which employees may earn credit toward tool purchase or other job enhancement features.
- 15 6. The system according to claim 1, further comprising a payroll module for producing paychecks, determining, withholding and paying payroll taxes, and any required fees.
- 20 7. The system according to claim 1, further comprising a sales tax module for determining and paying sales tax due to governmental authorities.
- 25 8. The system according to claim 1, further comprising a dispatch module to enable tracking of completion of particular employee services to enable timely assignment of employees to new projects.
9. The system according to claim 1, further comprising benchmarks to gauge company performance against the company's own past business performance and performance by other similar companies.
- 30 10. The system according to claim 1, further comprising availability of additional

compensation including commissions, bonuses and spiff.

11. A method of determining employee compensation for services rendered by the employee, comprising:

- 5                   a) providing an interface to an accessible database for storing data on units of estimated labor costs for providing services on each of one or more projects;
- b) providing a compensation base rate for each employee;
- 10               c) determining a minimum employee compensation amount for each project undertaken by each employee based on the employee's compensation base rate times the number of hours worked by the employee on the project;
- d) determining a unit rate compensation amount for each project undertaken by each employee utilizing units allocated to each project, and factors specific for the employee's employer company and to the employee;
- 15               e) determining whether each employee has an outstanding debit account amount related to previous work for which the employee was paid an amount greater than the employee would have earned if the employee was paid the unit rate compensation amount;
- f) subtracting the minimum employee compensation amount from the unit rate compensation amount to yield a bonus amount; and
- 20               g) if the bonus amount is positive and greater than the debit account amount, paying the employee the unit rate compensation amount minus the debit account amount, but paying the employee no lower than the minimum employee compensation amount; or
- 25               h) if the bonus amount is positive and less than the debit account amount, paying the employee the minimum employee compensation amount, and adjusting the debit account amount for the employee to be equal to the outstanding debit account amount minus the bonus amount; or
- 30               i) if the bonus amount is positive and equal to the debit account amount, paying the employee the minimum employee compensation amount, and

adjusting the debit account amount for the employee to be zero; or

j) if the bonus amount equals zero, paying the employee the minimum employee compensation amount; or

k) if the bonus amount is negative, paying the employee the minimum employee compensation amount and adjusting the debit account amount by adding the bonus amount to the debit account amount.

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12. The method of claim 11, further comprising adjusting the unit rate compensation amount upward to take account of extra services provided by the employee in addition to services required to complete projects.

13. The method of claim 11, wherein the determination of the unit rate compensation amount takes into account time worked for overtime to be paid at time-and-a-half.

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14. The method according to claim 11, further comprising producing standard reports for particular employees, services provided and customers.

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15. The method according to claim 10, further comprising tracking earned time off by each employee based on actual hours worked by the employee or on gross pay paid to the employee.

16. The method according to claim 11, further comprising tracking gasoline usage by employees.

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17. The method according to claim 11, further comprising providing a tool account from which employees may earn credit toward tool purchase or other job enhancement features.

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18. The method according to claim 11, further comprising providing a payroll module for producing paychecks, determining, withholding and paying payroll taxes, and any

required fees.

19. The method according to claim 11, further comprising providing a sales tax module for determining and paying sales tax due to governmental authorities.

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20. The method according to claim 11, further comprising providing a dispatch module to enable tracking of completion of particular employee services to enable timely assignment of employees to new projects.

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21. The method according to claim 11, further comprising providing benchmarks to gauge company performance against the company's own past business performance and performance by other similar companies

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22. The method according to claim 11, further comprising providing availability of additional compensation including commissions, bonuses and spiff.

23. A method of employee management for providing of services on a project for a customer, comprising:

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- a) utilizing an invoice containing information on the projects completed;
- b) keeping a time sheet for each employee comprising information on time spent on each project by the employee;
- c) determining a minimum employee compensation amount for each project undertaken by each employee based on multiplying a base rate for the employee times the number of hours worked by the employee on the project;
- d) utilizing information on each employee and each employee's invoices and time sheets, together with information on units allocated to each project, a company factor, and an employee factor for each employee to determine a unit rate compensation amount for each employee;
- e) determining whether the employee has an outstanding debit account amount for previous pay periods; and

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5 f) determining the difference between the minimum employee compensation amount and the unit rate compensation amount for each employee, and comparing said difference for each employee with the outstanding debit account amount for that employee, to determine the employee's pay for the pay period and to determine whether the employee's debit account amount should be adjusted.

10 24. The method according to claim 23, further comprising producing standard reports for particular employees, services provided and customers.

25. The method according to claim 23, further comprising tracking earned time off by each employee based on actual hours worked by the employee or on gross pay paid to the employee.

15 26. The method according to claim 23, further comprising tracking gasoline usage by employees.

20 27. The method according to claim 23, further comprising providing a tool account from which employees may earn credit toward tool purchase or other job enhancement features.

25 28. The method according to claim 23, further comprising providing a payroll module for producing paychecks, determining, withholding and paying payroll taxes, and any required fees.

29. The method according to claim 23, further comprising providing a sales tax module for determining and paying sales tax due to governmental authorities.

30 30. The method according to claim 23, further comprising providing a dispatch module to enable tracking of completion of particular employee services to enable

timely assignment of employees to new projects.

- 5      31. The method according to claim 23, further comprising providing benchmarks to gauge company performance against the company's own past business performance and performance by other similar companies.
32. The method according to claim 23, further comprising providing availability of additional compensation including commissions, bonuses and spiff.